Clark Kutch

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PROFESSIONAL SUMMARY

Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

EXPERIENCE

HR Business Partner — Lesch - DuBuque (2015 - 2019)

- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 6 points.
- Led recruitment for 14 roles across EMEA/US, reducing time-to-hire by 33%.

HR Business Partner — McKenzie Group (2023 - 2024)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 127 roles across EMEA/US, reducing time-to-hire by 19%.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Implemented a performance review program which improved engagement scores by 10 points.

Talent Acquisition Manager — Windler - Hills (2024 - Present)

- Implemented a performance review program which improved engagement scores by 19 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.

HR Business Partner — O'Hara - Lockman (2014 - 2026)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 24%.
- Led recruitment for 105 roles across EMEA/US, reducing time-to-hire by 37%.

SKILLS

Talent
Onboarding • Sourcing • Recruitment

Operations
Benefits Administration • Payroll Coordination • HRIS (Workday/BambooHR)

People Practices
Succession Planning • Performance Management

Compliance
GDPR • Diversity & Inclusion • Workplace Investigations

EDUCATION

B.A. Business Administration, Leannon, Macejkovic and Lockman Institute (2020)

PROJECTS

voveo asperiores - Cross-platform stable installation